

HMLA-167 EQUAL OPPORTUNITY AND SEXUAL HARASSMENT POLICY STATEMENT

As your commander, it is my responsibility to establish a command climate that is conducive to the successful accomplishment of our mission. The following program is designed to ensure each Marine is afforded the opportunity to operate and live safely and with the dignity and respect that we each inherently deserve.



The Marine Corps policy for EQUAL OPPORTUNITY and SEXUAL HARASSMENT is governed by MCO P5354.1D:

Marines fight side-by-side without regard to race, gender, religion, national origin, or social upbringing. We all chose this Profession of Arms, which includes defending the values that our country holds most sacred. Discrimination or harassment of any kind opposes this most fundamental mission.

Reporting procedures for discriminatory and/or inappropriate behavior are established to provide each individual a means to seek redress of any known or suspected acts of discrimination. There are two avenues to report inappropriate behavior, formal and informal.

Informal Resolution System (IRS): The IRS is comprised of three sections: behavior zones (Red, Yellow, and Green), roles of those involved (Recipient, Offending Person, Other Person, and Supervisor), and resolutions (Direct, Informal Third Party, and Training Information Resources). Personnel should always consider using the informal method whenever possible, as this is the most expeditious means to attempt resolution and restore the trust necessary for unit cohesion.

Formal Resolution System (FRS): This method is used to seek a formal resolution to a complaint of inappropriate behavior. Formal allegations can only be resolved by the commander. Anyone within the chain of command who receives a formal complaint will forward the complaint immediately to the commander. All formal complaints will be reported to the CMC, via the DASH, even when IRS is utilized. Installation EOAs will assist commanders in submitting DASH reports.

Substantiated violations of this policy will not be tolerated and will be dealt with in accordance with the UCMJ.

Treat others as you expect to be treated at all times.

"Have Guns, Will Travel"

A handwritten signature in black ink, appearing to read 'S. Meyer'.

LtCol Samuel L. Meyer

Commanding Officer, HMLA-167